GRUMMAN plane news

Vol. 34, No. 20, Bethpage, N.Y., November 14, 1975

The best kind of salute – more work for GAC-West

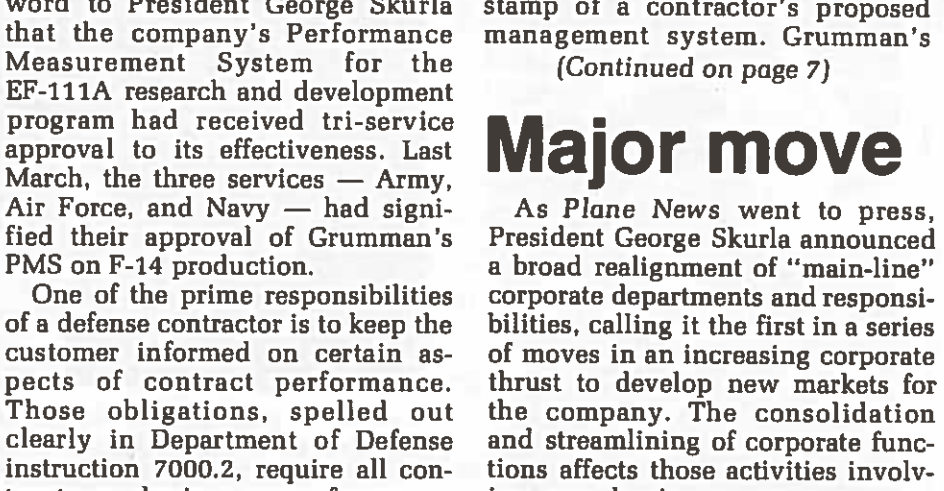
Point Mugu, CA — Transforming a research and development F-14 into one that's ready for carrier operations during deployment with the fleet requires a number of systems and structural changes ... and if you find that surprising, just ask the Grumman-West maintenance and engineering team at the Pacific Missile Test Center here at Pt. Mugu. They can tell an interesting story, because they're now involved in Update III-Trade Fair Program, the third such "transformation" of Tomcats at Pt. Mugu.

Starting with F-14 production aircraft No. 13, 10 F-14s that have completed their original research, development, test and evaluation tasks at the West Coast facility will undergo extensive modification and reconfiguration. It will take about 75 working days per aircraft to install an average of 192 aircraft change directives — modifications that must be made to each Tomcat to prepare it for fleet service — which will extend the overall modification program at Pt. Mugu through March 1977. Upon completion of UP III, six of these modified aircraft will be assigned to fleet squadrons; the remaining four will be reassigned to further development tasks.

According to Joe Smith, Grumman's director of Operations at Pt. Mugu, the team's ability to perform this complex task efficiently and within austere budget limitations was developed through experience gained in previous modification programs on the Tomcat.

It began in December 1972 when Grumman-West prepared five aircraft for Board of Inspection and Survey trials. Following that, in January 1974, 28 F-14s were modified in six months during Update I, al-

(Continued on page 7)



Official approval. Air Force Brig. General H. H. Driessnack (C), Capt. Richard Wilson, Naval Plant Representative at Bethpage, and President George Skurla are all smiles on presentation of official letter of tri-service approval for corporate R&D management system. (Photo by Fred Annette)

All aboard. On November 6, an air freighter with a Grumman F-14 Operational Flight Trainer as its cargo took off from Bethpage for the 6,000 mile journey to Iran. (Story on page 5)

Grumman gets tri-service okay for R&D management system

Grumman got a second stamp of approval from the Government on its management systems for aircraft programs last month when Brig. General H. H. Driessnack carried word to President George Skurla that the company's Performance Measurement System for the EF-111A research and development program had received tri-service approval to its effectiveness. Last March, the three services — Army, Air Force, and Navy — had signified their approval of Grumman's PMS on F-14 production.

One of the prime responsibilities of a defense contractor is to keep the customer informed on certain aspects of contract performance. Those obligations, spelled out clearly in Department of Defense instruction 7000.2, require all contractors devise a performance measurement system that will plan and measure work progress; provide reports which relate cost, schedule, and technical performance; provide data that is timely and auditable; and provide Government managers with data that is consistent with that contained in internal management reports.

Tri-service validation is no rubber stamp of a contractor's proposed management system. Grumman's

(Continued on page 7)

Major move

As *Plane News* went to press, President George Skurla announced a broad realignment of "main-line" corporate departments and responsibilities, calling it the first in a series of moves in an increasing corporate thrust to develop new markets for the company. The consolidation and streamlining of corporate functions affects those activities involving new business, program management, responsibility centers, and operational departments. A fuller description and explanation of the realignment will be contained in the next issue of *Plane News*.

people

When Major Mohammad Safavi departed from Bethpage October 31 at the completion of his assignment at Grumman, he was planning a delay-en-route of several weeks for travel and vacation before he returned to Imperial Iranian Air Force headquarters in Tehran for reassignment. Major Safavi, who had been at Grumman since May, arrived in the United States more than two years ago and had been situated earlier at Lackland Air Force Base in Texas and at Moffett Field, California.

A former radar-intercept officer, Major Safavi acted as liaison between Grumman and IIAF personnel who are at Bethpage for F-14 indoctrination in preparation for the Tomcat's introduction into IIAF service early in 1976. During the last several months, Major Safavi expressed strong interest in the progress of the first IIAF F-14 as it proceeded along the production line at Calverton (below).

In addition to his official duties here, Major Safavi developed a warm relationship with many Grummanites, and he carries with him their good wishes for continued success in the future. This message was conveyed to him at a farewell luncheon by Grumman Corporation Chief Executive Officer Jack Bierwirth (above right) who spoke for corporate officials and the major's many friends at Grumman.

Salute Pelehach

Vice President Mike Pelehach, director of the F-14 Program, was notified recently that he had been elected a Fellow of the American Institute of Aeronautics and Astronautics "in recognition of your many outstanding contributions and acknowledged leadership in the professional aerospace community." Presentation of the award will be made during the AIAA 12th annual meeting and technical display scheduled for January 28-30 in Washington, D.C. Pelehach joins a list of six other past and present Grummanites who have received the award: Joe Gavin, Bill Schwendler Sr., Grant Hedrick, Dick Hutton, Tom Kelly, and Charlie Tilgner.

Busman's holiday?...

How many people are so completely wrapped up in their work that they literally take it home with them. Well, to Navy Chief Rob Bottleman, a home is often far-away from home, so when he was cruising the Mediterranean on the carrier J.F. Kennedy he used his off-hours to construct a scale-model of the Grumman E-2 Hawkeye. And the chief did such an unusual job of recreating the Hawkeye in wood and metal that his achievement was featured in a recent article on model airplanes contained in *Assembly Engineering*.

Man of the year. Jack Rettaliata, Grumman Corporation Vice President and director of Public Affairs, receives Man of the Year award from L.I. Aviation Council President John Pereira (R). At the council's annual awards dinner on October 17, Rettaliata was cited for his 'continued work on behalf of aviation over the past two decades.' (Photo by Fred Annette)

letters

To the Editor:

Knowing that the steady stream of cost reduction suggestions generated by the Configuration/Data Management Department has not diminished, I was extremely dismayed to read in the October 24 issue of PLANE NEWS that we were one of two departments which "reported no savings ... for the January-June period."

The facts are that we submitted $453,906 worth of suggestions, $283,579 of which we expected to be reported in the January-June period. However, since these savings didn't begin to benefit the company until May and June, Motivational Programs credited them totally to the second half of the year — a change in procedure.

As this department has the best record in the company for cost reduction suggestions on a per-capita basis over many years (and you can look it up!), we would greatly appreciate a retraction of your anti-motivational report which is hardly reflective of our dedications and performance.

Ed Hantz
Director, Configuration/Data Mgt.

calendar

Aidido Club: every Mon. & Wed., 5:15 p.m., Pl. 35 cafe; guests welcome. Bob Bauman, Ext. 84636.

Amateur Radio Club: Wed., Nov. 19, 5 p.m., radio shack, roof of Pl. 5; election of 1976 officers; guest speaker; guests welcome. Emmett Goodman, Ext. 87125.

American Production & Inventory Control Society: Tues., Nov. 18; Maine Maid Inn, Jericho Tpke. & Rte 106, Jericho; dinner 6 p.m., speaker 8 p.m.; guest speaker: Mr. H. Berliner, Peat, Marwick, and Mitchell — "Data Base Systems Mgmt. Approach to MRP;" guests welcome. Norm Heilweil, Ext. 2250.

American Society for Metals: Wed., Nov. 19, King's Grant Motor Inn; L.I. Chapter; cocktails 5:30 p.m., dinner 6:30 p.m.; guest speaker: Chet Holtyn, Reynold's Aluminum — "Solar Collectors;" guests welcome. G. Beaudain, Ext. 3945.

GAC Divers: Thurs., Nov. 20, 5 p.m., Pl. 5 lobby; gen. mtg.; guests welcome. Steve Failer, Ext. 86338.

GACE Flying Club: 2nd Fri. of ea. mo., 5 p.m., Pl. 28; FAA film, business mtg.; election of 1976 officers on Nov. 21; speakers — "Hangar Flying." Betty Schledorn, Ext. 7372.

Fencing Club: every Mon., 4:30-6:00 p.m., Pl. 30 cafe. George Kegney, Ext. 86048.

Retiree Club: Wed., Nov. 26, 1:30 p.m., Holiday Manor; reg. monthly mtg.; Rete Looney, Ext. 2133. **Florida Suncoast Meeting:** Tues., Nov. 25, 11:30 a.m., S&S Cafe, Sears Town, 1235 So. Missouri Ave., Clearwater, Fla.

Ski Club: Wed., Nov. 19, 8:30 p.m., Plaza Restaurant, corner Newbridge & Old Cntry Rd.; business/social mtg.; guests welcome. Betty Stinson, Ext. 2377.

Society of Logistics Engineers: Tues., Nov. 25, 5:45 p.m., Holiday Manor, Bethpage; Dist. 10, Chapter 1; guest speaker: Mr. R. Webster, Mgr. Integrated Logistic Support Prog. for Westinghouse Defense & Elec. Center, Maryland — "Logistic Consideration in Model Cities;" guests welcome. Ken Webster, 1576/Vahe Jordan, 1936. Work shop prior to mtg. 5:00-5:45, Manor Rm. Holiday Manor; "An Introduction to Military Maint. Data Reporting Sys."

Stamp Club: first 3 Wed. of ea. mo., 5 p.m., Pl. 30 cafe. Steve Hoops, Ext. 3926.

Contributing over $650,000 to United Way ... thanks to you

Who cares? Evidently, a lot of Grummanites. This year, 83.5 percent of Grumman Aerospace employees participated in the annual company drive for the United Way of Nassau-Suffolk. Through payroll deductions and one-time cash donations, $652,810 was contributed to the United Way.

This year's drive, which was headed by Jake Bussolini, director of Administrative Operations, had a few new features. Before the drive began on October 6, an employee "fact-finding" group visited various agencies affiliated with the United Way on Long Island. An audio-visual slide presentation reviewed the group's tours and was shown at all the Long Island plants. And, instead of the traditional prizes offered at the end of each drive, the 1975 company campaign involved three weekly drawings. All United Way contributors were eligible for prizes, which included department store, supermarket or gas station shopping sprees.

At the first United Way prize drawing, 10 names were drawn. Each of the lucky winners was given a choice of various prizes valued at $350. John Kozsdiy picked a Sylvania color TV set, and because he is a "Generous Giver" — he contributes a certain percentage of his base salary as suggested by United Way — he was also awarded a shopping spree at A&S worth $250.

Other winners and their selected prizes at the October 15 drawing were: Bob Emmerich, $350 — A&S; Joe Blazisky, $350 — Sears; Ray McCarthy, $350; Angelo Caltabiano, $350 — both Macy's; Bob Koegel, $350 — Hills Supermarket; Alex Wenski, stereo system; Jim Selva, GE automatic washer; Charles Williams, 19 in. color TV; Philip Mallilo, GE dryer.

At the second week's drawing, the prizes were upped in value to $750 each. Philip Johnson, in addition to winning a prize worth $750 at B. Altman's also chose a $250 one at Macy's for his "Generous Giving." Four other winners were picked: Mike Longo, $750 — Macy's; Bob Piccione, $750 — Sears and Macy's: Ellen Brenner, $750 — at Macy's; and Bernard Schmitz, 25 in. color TV console.

At the final United Way company drawing, three Grummanites were chosen to receive $1,200 prizes: James Lagerstedt and John Garrett both chose the six-day vacation to Bermuda; Ray Schmidt selected a $1,200 supermarket spree at Hills.

Invite participants in Plan to analysis of investments

The latest quarterly report from the Fiduciary Trust Company was recently mailed to Grumman Employee Investment Plan participants. As you know, these reports examine economic trends in the nation and chart their effect on the Fixed Income and Equity portions of the Investment Plan.

Because of space limitations in the letter, however, the economic profile was necessarily a general one. But Fiduciary Trust Company representatives have offered to meet with participants in the Employee Investment Plan, after-hours in the Bethpage vicinity, to discuss Fiduciary's investment philosophy as Trustee of the Plan, and to examine some of the market indicators that influence its investment decisions.

If you would be interested in attending such a session, please fill out the accompanying form and return it to Kay Trestka, Investment Plan manager, Plant 28. If there are enough participants who show interest in such a meeting, there will be a further announcement in PLANE NEWS stating the time, place, and date it will be held.

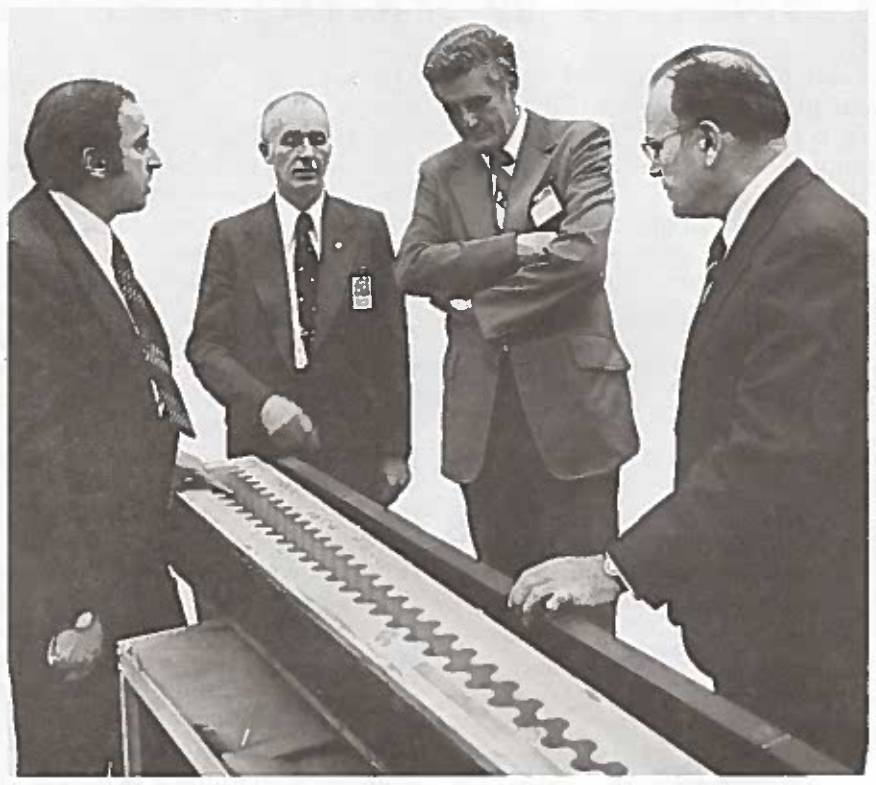
Grumman Employee Investment Plan

Yes, I would be interested in attending a meeting with representatives of Fiduciary Trust Company.

Name ..... Ext. .....

Department ..... Plant .....

Return to: Kay Trestka, manager
Employee Investment Plan
Plant 28



LaBerge tours B-1 area after flight in Hawkeye

Several weeks ago, Dr. Walter LaBerge, Assistant Secretary of the Air Force for Research and Development, came to Bethpage for a demonstration flight in the Grumman E-2C, and during his visit here he was briefed on Air Force programs being conducted by the company and toured fabrication areas in Plant 5 where composite horizontal stabilizers are being manufactured for the B-1 bomber. In the photo above, Dr. LaBerge (2nd R) is shown during Plant 5 tour with Board Chairman Joe Gavin (2nd L) and Senior Vice President Grant Hedrick (R) during briefing by Sam Dastin of Advanced Development on the Grumman Aerospace-developed composite spar used in the stabilizer and the mold that is utilized in its fabrication.

Earlier in the day, Dr. LaBerge manned one of the operator positions of a Navy E-2C airborne-early-warning and command-and-control aircraft during a flight arranged by Capt. Dick Wilson, Naval Plant Representative at Bethpage, and Capt. Frank Roth, Navy E-2C program manager in Washington. In the photo below, the Assistant Secretary of the Air Force is shown with Lt. Cdr. Mac Johnston (R) and Lt. Cdr. Bob Johnson while completing pre-flight check on Hawkeye. (Photos by Fred Annette)

O'Brien's 'working memento' wins GAA Hobby Show

When fellow workers of his age began to retire, Stephen O'Brien of Plant 6 realized that his years as a Grumman machinist were coming to an end, too.

"When a guy in our shop retired a few years ago," says O'Brien, "he built a miniature workbench — complete with tool box, chair, lights, etc. — to remind himself of his working days at Grumman. I realized that my retirement was just a few years away and decided to build a model of the Bridgeport milling machine — a machine I fell in love with five years ago."

So, in September 1973, Stephen began his project of building a working scale model of the machine

Stephen O'Brien

he's dubbed: "The Model T of industry, because of its versatility and dependability."

"There are many times that I almost chucked the whole project," recalls O'Brien. "Building an 1/8 scale model that works is not easy. Cutting miniature parts was the most difficult task." The only ready-made items used in his 3-volt motorized model were miniature ball bearings. The rest of the parts including rack, pinions, and gears were built from scratch.

The Grumman "memento" took over 500 manhours to complete. Realizing his retirement date of March '76 was quickly approaching, the 28-year Grumman veteran stepped up production during the past month to meet the entry deadline for the GAA Hobby Show. As a finishing touch O'Brien placed a little man appropriately donned in a Grumman shirt, inside the glass case.

What Stephen originally built as a reminder of his working days at Grumman was heralded as the Grand Award winner of the '75 Hobby Show. "It's the first time that I have entered the show," states O'Brien, "and to be truthful, it's the first time I ever made a working metal model." At this time, Stephen O'Brien is a little apprehensive about his March retirement, but he says there is a strong possibility of his entering next year's Hobby Show as a retiree.

In 1976 O'Brien will have plenty of competition from this year's Retiree Grand Award winner Carl Segerlind. Carl retired in June and couldn't be happier.

"When you retire, you have the opportunity to do everything you wish you had the time to do when you were in your twenties," says Carl. "It's a great feeling each morning. I have the freedom of choice: to putter around the house, go fishing, or work on my ship models — in general just loafing around."

Of Swedish descent, Carl says its the "Viking blood" in him that accounts for his love of the sea and his 23-foot sloop moored in the canal behind his Lindenhurst home. Combine this admiration of the ocean and his past occupation for many years as a woodworker in the Plant 5 model shop, and it is natural that one of Carl's hobbies is building wooden ship models. Last year, he won first place in the Hobby Show in the woodwork division.

While Segerlind was in the Plant 28 auditorium to pick up the '75 Retiree's Grand Award, several people approached him about building models for Christmas presents. Though each ship requires many working hours to reach the level of

Carl Segerlind

perfection Carl has always demanded of his work, the retiree was happy to accept the requests. According to the Grumman retiree, his days on the Great South Bay this winter are not going to be nearly as numerous as during the warmer months.

Other winners in this year's Hobby Show were (in order of their placement):

Ceramics — Sandy MacCulloch, Marie DeGenova, Carol McManus

Collections-Coin — William Ptucha, Ken Hale

Collections-Stamp — John Pastoral, Ken Hale, Rafael Castro

Collections-Misc — Hank Foglitano, Ed Miller, Elmer Ackerly

Crocheting — Lillian Wilson, Dolores Barbera, Veronica Coletti

Embroidery — Patricia Antoniou, Paula Saur, Agnes Kuhl

General — Gladys Bock, Roy Jacob, Bernard Lang

Gunsmithing — George F. Milione

Knitting — Regina McKenna, Marion Mulnard, Agnes Kuhl

Leather Work — Joe Thompson, John Montiel, Bernard Lang

Metal Work — Stephen L. O'Brien, Allan Mosak, Al Dierberger

Model Planes (flying-scale) — Bill Bichsel, Wally Kranz

Model Planes (flying-nonscale-original) - Arthur Faraci

Model Planes (nonflying-scale) — William L. Barto, William Fleming, James Carmelitano

Model Planes (nonflying-non-scale-original) — Walter Pitlowany, James Carmelitano

Model Railroads — Dave Sharp, Ray Muntz, Cliff Franklin

Needlework — Charles Cahn, Philip Boehm, Sue Ettlinger

Sewing — Lila Collins, Caren Carlson, Betty Schledorn

Ship Models (kits) — Lou J. Petersen, John Massaro, Marvin Brown

Woodcarving — Walter Smith, Anthony Bambino, Henry Pallmeyer

The 1975 Golf League Champions

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1. O.E.M. — From left to right: Bob Elkins, Oscar Schaefer, Mike Bergin, Al Politi
2. GULFSTREAM — Jim Minsky, Chet Andrews, Joe Ivers. Not pictured: Buddy Groeber
3. CUSTOMER REQUIREMENTS — Bud Oliver, Ed Waesche
4. TIGER — John Zator, Bart Martorell, Steve Lake, Frank Curcio
5. E.D.P. — John Breimann, Bob Kelly, Andy DePalma, George Tracy
6. TOURNAMENT — Charlie Thomas, John Pitcher, Pete Polesso, Don Schultz
7. M.E.D. — Ken Webster, Joe Schmidt, John McQuillen, Art Mayer
8. ENGINEERING BLUE — Ray Gould, Jack Singer, Doug Buchanan. Not pictured: Frank Passaro
9. ECHO — Joseph Marzano, Herbert Matthews
10. HACKERS — Jerry Altmann, Bernard Greiner, Bill Ryan, Charles O'Connor
11. INTRUDER — Pat Moro, Curt Van Valkenburgh, Marty Errante, Norm Pedersen

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12. SERVICE CENTER — John Davidson, Frank Heaney, Bill Bartoszak, Not pictured: Cal Burchett
13. TOPFLITE — Don Scott
14. RUNAMUCKS — Tony Rubertone, Bud Earhart, George Olsen
15. AVIONICS — Neil Scioscia, George Stuppiello, Tony Pecke, Pete Acerra, Joe Drustep
16. GREEN — Gordon Little, Dan O'Donnel
17. TIGERCAT — Ron Winter, Sal Sardi, Jim Cameron, John Mikals
18. GREY — Wayne Cox, Ray Rogger, Chuck Drapeau, Pete O'Donnell
19. FLYING LYNX — Gene Goltz, Ken Prager
20. MASTER'S — Ed Williams, Frank Maslak
21. IKE — Fred Savio, Hugh Donovan, Adolf Troje, Bernie Cody
22. LUNAR LINKS — Frank Indence, Tony Caridi, James Morgan Sr, John Carr, John Morgan
23. MEASUREMENT STDS. — Frank Hetzel, John Englang, Dick Derrigan, Frank Sciacchitano. Not pictured: Frank Huether

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24. SUNSHINE GOLF — Jim Clark, Jim Morgan
25. WOMEN'S MONDAY NITE — Betty Scheldorn, Lottie Lewis, Bonnie Brummel, Marguerite Gibbons, Joan Pavlat, Muriel Kingery
26. WOMEN's TUESDAY NITE — Roseanne Maglione, Marilyn Bunzel, Ilene Kaufman, Skip Ellis, Clare Murray
27. WOMEN's WEDNESDAY NITE — Elaine Ross, Helen Grieff, Regina McKenna, Elaine Merritt, Vivian Dooley, Midge Katala
28. WOMEN's THURSDAY NITE — Lyn Prager, Dotty Renner, Dot Kouwenhoven, Muriel Leighton, Peggy Bunzel
29. FRIDAY ACCOUNTING — Joe DeRiso. Not pictured: Dom Cutalo
30. SUPPORT — Sal Siniscalchi, Tony Bezas
31. PROGRAM MGMT. — Bob Smith, Jazzy Jasinkonis, John England, Charles Rak
32. PURCHASING — Bill Waters, Bill Philips, George Galley, Rene Egloff
33. TOMCAT — Ed Fink, Gary Sjogren, Jim Emge, John Lampasone

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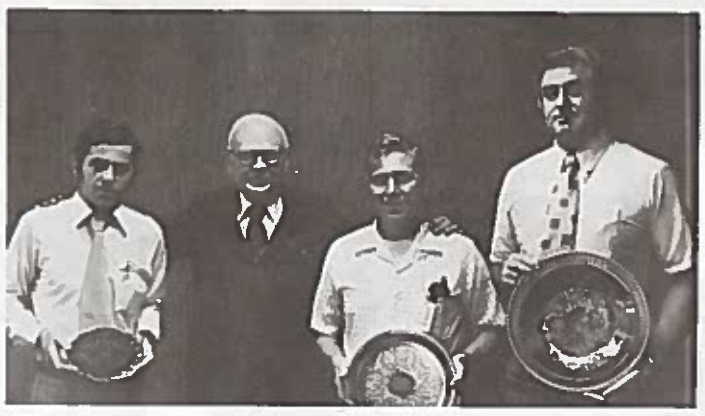

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34. **GOOD GUYS — Gaston Ricks, John Schneider, Anthony Mascolo, John Podkanowicz**
35. **GREEN — Bob Pankratz, Ralph Scordino**
36. **WYANDANCH FRIDAY — Joe Abbatiello, John Arcara**
37. **WORM BURNERS — Ralph (Doc) Tripp, Ken Walsh, Bill English, Don Vasquez**
38. **WEATHERBEATERS — George Adesso, Art Darcy, Steve Darcy, Harry Bush**
39. **HAUPPAUGE SWINGERS — Gene Burgess, Ray Newcomb**
40. **HAWKEYE — Ray Zeller, Kevin Ryan, Nat Lazzara, John Komst**
41. **F.T.T. — Jack Strong, John Auzins**
42. **MILLEDGEVILLE — Joe Christian, Vice President Bill Zarkowsky presenting trophies, Jim Dunn, Jim Hicks**

Shipping, Traffic prepare F-14 OFT for flight to Iran

"Every job presents a different challenge," says Bill Capaldo, assistant Traffic manager. The Traffic department, which works in conjunction with the Shipping department, has had interesting and unique challenges; their most recent undertaking has been preparing an F-14 Operational Flight Trainer for shipment to Isfahan, Iran, via air freight.

The F-14 OFT is a ground-based motion simulator designed to familiarize pilots with the F-14 flight control system. The trainer is equipped with an exact replica of a real Tomcat cockpit and can do anything that the Tomcat can do — except fly. When a pilot is in it, he sees and feels what he would in an airborne F-14, including pitch, roll, yaw (lateral), and heave (vertical). The Instructor's Station, designed and equipped to provide complete control and monitoring over the training mission and equipment, allows the instructor to inject malfunctions, emergency conditions, etc., into the flight program.

After the U.S. Navy "checked off" the (IR) F-14 OFT in Plant 4, the training system was disassembled and six carpenters — Andy Reder, Charlie Dohrenwend, Kenny Reider, Mickey McGeorge, Mel Griffith, and Sal Tamburello — from Shipping began the 16-day task of preparing the OFT for its journey.

Since the F-14 OFT is comprised of a highly sophisticated and sensitive computer system, special crates with extra protection were also constructed. "The custom-crates with shock mounts give the effect of a box floating within a box," stated Capaldo.

Over 100 wooden boxes were built; each bore the IIAF F-14 patch, stenciled part numbers, and exact weight markings. "Due to the enormous size of some of the packages," said Capaldo, "we had to transport the crates over to the weights hangar near Plant 1 for weigh-in on the large scale there."

On Thursday, November 6, a large "Hercules-type" air cargo aircraft arrived at the Bethpage airport to begin loading the disassembled OFT for the 6,000 mile trip to Iran. The same aircraft returned this week to pick up the remainder of the shipment, including spares.

As the big air freighter cleared the Bethpage runway last week, the Shipping and Traffic departments were already preparing for their next international assignment — the transport of the F-14 NAMTs (Naval Air Maintenance Trainers) to the Imperial Iranian Air Force, scheduled for the first week in December.

Speech aid

A miniature metronome, worn as a hearing aid, is being used by stutterers to help correct their speech problems. At weekly group sessions, the stutterer learns how to use and adjust the tiny pacing device that helps control his speech. With home practice and psychotherapy, most stutterers show marked improvement within weeks, according to medical authorities at Long Island Jewish-Hillside Medical Center. For more information, please call 516-437-6700 or 212-343-6700 on Ext. 4383.

obituaries

HENRY O. SJOMAN of Technical Ops Support, Plant 30, died October 8 at the age of 51. He had been with Grumman since 1948 and lived at 7 Waterview Drive, Centerport.

ARTHUR E. IMHOF of Conventional Machines, Plant 3, died October 13 at the age of 54. He had been with the company since 1975 and lived at 1647 N. Jerusalem Road, East Meadow.

GEORGE WALL of Support Equipment Products, Plant 5, died October 21 at the age of 62. He had been with the company since 1945 and lived at 129 Beach 118th Street, Rockaway Park.

MARTIN F. WARD of Stockrooms, Plant 4, died October 25 at the age of 61. He had been with Grumman since 1952 and lived at 28 Island Street, Plainview.

PAUL A. MARINO, P/S Technical Writing of Plant 34, died October 26 at the age of 48. He had been with the company since 1974 and lived at 76 8th Avenue, Brooklyn.

NICHOLAS A. WILLOX, Section Administrative of Plant 14, died October 26 at the age of 52. He had been with the company since 1954 and lived at 43 Hitherdell Lane, Babylon.

PAUL CROWLEY, P/S Technical Illustration of Plant 34, died October 27 at the age of 56. He had been with the company since 1961 and lived at 64 Pamoqua Lane, West Islip.

GEORGE A. MACKIE of Critical Material Control, Plant 1, died October 27 at the age of 61. He had been with Grumman since 1973 and lived at 8 Martling Street, East Norwich.

VICTOR KLEBAUR, B/P Warehouses, Plant 17, died October 29 at the age of 59. He had been with Grumman since 1954 and lived at 3051 Eastern Parkway, Baldwin.

WALTER A. BUBB of Center Section-Final, Plant 3, died October 30 at the age of 46. He had been with the company since 1962 and lived at 9 Nimitz Road, St. James.

JOHN W. FALTIN of Technical Directives, Plant 1, died October 30 at the age of 56. He had been with Grumman since 1956 and lived at 482 No. Windsor Avenue, Brightwaters.

SYLVIA PLATT of Secretarial Services Staff, Plant 6, died October 29 at the age of 62. She had been with the company since 1961 and lived at 120 Dean Street, Hicksville.

Personal

I would like to express my heartfelt thanks to everyone who was so thoughtful and generous in their feelings for my late husband Carl E. Bergstrom. Most sincerely, Lillian Bergstrom.

Birthday celebration. More than 300 persons gathered at a dinner-dance last month to toast the U.S. Navy on its 200th birthday. Among the guests were Jean and Vice President Ross Mickey and Tom Attridge (R), who are pictured chatting with Rear Adm. Sigmund Bajak (USNR), commander of the Naval Reserve Readiness Command, New York.

Cake-cutting. Capt. Richard Wilson, Naval Plant Representative at Bethpage and host at the party, gets an assist from Mrs. Jean O'Brien during cake-cutting ceremony. Those attending the celebration included Navy and Government personnel assigned to the Navy offices at Bethpage and Calverton, retired military personnel, and friends of the Navy from Grumman.

Getting together. Among the many from the Navy office who participated in the 200th Navy anniversary get together were (clockwise from bottom) Connie and Dom Granite, Jo Fisher (partially hidden), Al and Martha Coccio, Ed and Evelyn Brennan, and Pete and Mary Sicardi. (Photos by Larry Van Wallendael)

'Pride of Workmanship'–no fanfare, but it's working

There are some campaigns that hit their peak at the very start ... and go downhill from there. But the "Pride of Workmanship" program, although it has attracted little fanfare since it was introduced last summer, is reaching out into more and more production facilities around the company — and it's working. Not just because someone says it's working; because results prove that it's working.

And that has to be good for Grumman. When it was established last July, "Pride of Workmanship" was described as a program that would encourage "doing it right the first time" to assure the delivery of reliable, quality products ... and result in a satisfied customer. Bill Voorhest, special assistant to the President, who heads the campaign with Joe Kingfield, director of Operations Quality, told members of Plant 1's Dept. 028 (F-14 nacelle assembly) in July that "the work you do here is important and we need your cooperation and support to make 'Pride of Workmanship' successful."

Since Dept. 028 embarked on the first phase of the program, "Pride of Workmanship" has been introduced into other production areas in Plant 1 and at Plant 77, Stuart, Fla.; Plants 43 and 44, Great River; Plant 3; and at Plant 5.

According to Joe Mulé of Quality Assurance, the "pilot" phase of the program initiated at Dept. 028 last summer helped establish some of the ground rules that were used to refine the operating guidelines and set up firmer objectives for manufacturing departments. "But more importantly," he said, "'Pride of Workmanship' has created an awareness in those departments and plants where it has been introduced and it has encouraged each individual to feel responsible for any defects they may have caused, detect them whenever possible through a visual inspection, and report them to Quality Control so that they can be corrected immediately."

Mulé believes that through the program a better working relationship is developing between Manufacturing and Inspection. "Maybe it's because production people are discovering that Inspectors aren't 'bounty hunters,' just people working with them to try and assure the delivery of a quality product to the customer."

The members of the F-14 nacelle department in Plant 1 hit their achievement goals 14 straight weeks after they helped kick off "Pride of Workmanship" at Grumman.

But they're only the first, says Mulé. Other production departments are racking up just as impressive quality results. And that has to be good for Grumman.

Salute to night crew in Dept. 028 for 'Pride of Workmanship' achievement was presented by night supervisor Oscar Rockefeller to leadman Bob Coyle. Citation marked successful completion of 14 weeks.

Group award presented by production manager George Reinhardt to F-14 nacelle assembly department was accepted for day crew by Foreman Paul Giwoyna. Dept. 028 was the first group to be honored in the program.

Miller: CS² is a vital aid ...

How will the cost-schedule control system be applied? Listen to Vice President Bob Miller, director of EW at Grumman, during his talk with General Driessnack on October 15: "Speaking for the EF-111A Development Program, I can tell you that we will use CS² religiously, and for several good reasons. First, this is a very important program for our country, for the Air Force, *and* for our company. This is our first major Air Force systems job in a very long time, and we are highly motivated to prove that we warrant your trust as a major weapons systems contractor. It is our firm intention to show you a model program.

"I don't regard CS² as a management panacea, however. In running a complex development program there will never be any substitute for constant individual and collective awareness and face-to-face communication between key management and technical people. I do regard CS² as an essential tool in structuring the program, detailing the work scope, tracking progress, identifying weaknesses in a timely fashion, and reporting to the customer.

"I say this with no stars in my eyes, since I have personally experienced a number of cycles in applying 'management systems.' About 10 years ago I was assigned to run the EA-6B development, a fast-paced, high-risk job, really pushing the state-of-the-art. We were also in the spotlight, being the first guinea-pig for the 'fly-before-buy' program-milestone technique. Almost everybody, including some within our own company, expected us to fall flat. We were determined to do otherwise. A few of us set out to install one of the first stylized management systems — a rudimentary variant of Pert Cost.

"Install it we did, but only by brute force. However agonizing, the drill was invaluable in structuring the program, getting the interfaces between different disciplines properly meshed, the work scope defined, and the framework of a tracking system established. As a management tool for running the program, I must in all candor admit that it was pretty much of a flop. Not only were the mechanics of the system imperfect, but, more important, the participants weren't ready for it. The engineers and technical people, in particular, were accustomed to the traditional situation — they perceived their roles only as the pursuit of technical excellence within their own discipline, and where the other chips fell was somebody else's problem. That pretty much necessitated a Neanderthal style of management in which one guy had to try to tell all the others what to do and

Bob Miller

when to do it ... and on such a many-faceted job, no one individual can be as all-seeing and all-knowing as that.

"We've come a long way since then. CS² provides the framework for a disciplined, collaborative effort by many professional people, all of whom know what they have to do and when, and how their part of the job fits into the total picture. Nowadays, management has become *everybody's* business. Not only have the mechanics of the system been greatly improved, but the key participants now recognize that a discipline such as CS² is vital to the success of the whole program in this cost- and schedule-conscious era, and that technical excellence cannot be pursued for its own sake to the exclusion of cost and schedule. They are beginning to recognize that CS² is a vital aid in getting their part of the job done properly. It is very refreshing to have key people come around and volunteer that "By God, this system is really helping me."

"This business of attitudes is key. It is a large part of the reason for the speedy validation process we've been through on the EF—111A ... and I'm not only talking about our own people, but about the members of the tri-service validation team. The motivation, patience, and professionalism of these men were marvelous to behold.

"CS² is now in place and in operation on the EF-111A development. While it is still a little early to pass judgment, it seems to be working very well indeed — and we intend to keep it going that way."

Get tri-service okay . . .

(Continued from page 1)

Performance Measurement Systems on production and R&D were formulated to respond to a wide range of criteria — there were 136 specific questions in all — established by the Department of Defense. The most recent approval came after a tri-service team spent about five weeks at Grumman to determine if the management system installed for the EF-111A program met the stringent contractual regulations established by the Government.

Grumman Aerospace has since signed a "memo of understanding" with Capt. Richard Wilson, who, as Naval Plant Representative here, is the Government's contractual representative on all Grumman DoD programs. The understanding, in effect, means that Grumman gives its word that it will conduct Management Control of all future R&D and production programs as spelled out in the Performance Measurement Systems validated by the three services. The Government, as part of the validation, agrees that it will not introduce any "surprises" in the form of additional contractual performance obligations at a later date.

The tri-service validation team at Grumman, comprised of about 25 people from manufacturing, engineering, procurement, and program management, and headed by Tony Biegen of Planning, Control, and Budgets, has been working together on the production and R&D aspects of the effort since the spring of 1973. According to Bob Myers, deputy director of Planning, Control, and Budgets: "The performance measurement systems validated by the three services should be of major benefit in future DoD contracts since we now have demonstrated management control systems for production and R&D programs that the Department of Defense understands and approves."

Tomcat update. With Joe Smith, director of Operations at Pt. Mugu, observing progress on Update III program, members of Grumman maintenance-engineering team prepare to remove Tomcat wing.

More work for GAC-West

(Continued from page 1)

lowing fighter squadrons VF-1 and VF-2 to deploy on the USS Enterprise in July of that year with the latest version of the Tomcat.

During Update II, 68 aircraft were modified in 16 months, with an average of 32 aircraft changes incorporated on each plane. In addition, a complex stress panel rework job was accomplished on 29 of the Tomcats ... and the results of UP II are being dramatically demonstrated by the unusually high aircraft availability being experienced by VF-14 and VF-32 during their deployment aboard the J.F. Kennedy in the Mediterranean.

Says Joe Smith: "Grumman-West takes great pride in the fact that all UP I and II aircraft, a total of 96 F-14s, have been delivered on or ahead of schedule and under budget. The Navy flight crews taking delivery have experienced no ground or air aborts, and all fighter squadrons involved in these programs have praised the quality of the product received."

And, Smith concludes, "We believe the assignment of Update III to GAC-West is evidence of the Navy's recognition of the quality of work and capabilities of the Grumman team at Pt. Mugu."

GRUMMAN plane news

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They're honored. Phil Hodge and Barney Frumkin (R) chat with Vice President Tom Kelly (C) about their 'New Technology' award from NASA (Photo by Marie Trimborn)

Map index offers wide usage

Now for the first time, over 225,000 different topographic maps and hydrographic charts published by the Canadian and United States Governments, have been carefully indexed by the U.S./Canadian Map Service Bureau. This agency has compiled two index catalogs of more than 100 pages each showing land maps and water charts available to the public of the Eastern and Western halves of the U.S. and Canada with the Mississippi River due north to the Hudson Bay as the approximate dividing line. These up-to-date catalogs are now available from the U.S./Canadian Map Service Bureau.

While maps and charts have long been fundamental tools for the planning and execution of major construction projects, they have recently been discovered as having various advantages for outdoor activities such as hunting, fishing, boating, camping, hiking and snowmobiling to name just a few. Businessmen, educators, state and municipal governments, planners, outdoorsmen and other map users can now have at their fingertips a complete listing in two convenient catalogs, of all government maps and charts in the U.S. and Canada.

Information on these catalogs which describe both governments maps and charts in detail can be ordered at no cost, by sending a stamped, self-addressed envelope to: United States/Canada Map Service Bureau, Room 500, Midwest Distribution Center, Box 249, Neenah, Wisconsin, 54956.

New phone system

When the men and women at Great River return to work after the year-end break they'll begin using a new electronic telephone switching system that is scheduled to go into operation on Saturday, December 27.

With this new system, every extension at Plants 43 and 44 will be assigned a new telephone number, and Bethpage and Calverton telephone users who wish to contact a person at the Great River plants, will have to prefix their call by dialing 513 before the four-digit extension number at Great River.

According to Al Zoitke, manager of Telephone Services, the new system will incorporate such features as add-on-conference, consultation hold, and direct-station transfer of incoming and outgoing calls. The new Great River numbers will be contained in an updated version of the Grumman telephone directory scheduled for distribution on December 19.

GTUP: 2-way flow of info

If you work in a technical, scientific or administrative/management area, there are probably times when you wish you knew what others across the nation were doing in your field. But with the thousands of research publications and journals in circulation today, knowing just where to go to get available information hasn't been easy.

The Government Technology Utilization Program (GTUP) could provide an answer to your woes, according to Erwin McCalla of Technical Ops Administration. GTUP, coordinated by the University of Connecticut and the New England Research Center, was established seven years ago to assist business and industry in sharing appropriate technical information and benefits derived from the world's technical literature, including journals, university theses, business and government reports, patents, and books.

Information is available on a broad spectrum of subjects, such as electronics, physics, pollution control, nuclear energy, alloys, metals, materials, and computer technology. Recently, GTUP's computer bank was expanded to offer information on medicine, administration, accounting, operations research and management.

Three GTUP reps

If you wish to tap this reservoir of information or to arrange to present your program to GTUP, contact one of GTUP's three Grumman representatives: Fred Berger, Product Engineering, Ext. 1649; Alfred Choy, Product Support, Ext. 7368; and Joe Mainhardt, Materials & Processes, Ext. 3780.

An equally important facet of the GTUP pipeline is the New Technology Monitoring Group. Under the sponsorship of the National Aeronautics and Space Administration (NASA), GTUP is involved with assuring that technological improvements that result from government contracts do not go to waste. It requires the reporting of all new techniques and procedures, patentable and non-patentable, originated in connection with the performance of a non-defense contract.

Everybody wins

Under the program everybody wins: the company, because it is fulfilling a necessary part of its contract; the individual, because he or she is getting recognition and perhaps a reward for originality; and NASA and the public because a useful idea has reached the greatest possible audience.

"Reporting of New Technology is important to Grumman and NASA because it is the only way to let the public know what benefits can be derived from space research," said Tom Kelly, Vice President-Space Programs, after congratulating Philip Hodge and Barnett Frumkin for being recognized by NASA as the innovators of a program management aid.

Bond awards

A NASA award consists of a $50 U.S. Savings Bond and a "Certificate of Recognition" for each innovator whose idea is published by NASA's Technology Utilization Office as a Tech Brief. Grumman, too, has established a reward system under the auspices of the Project Sterling program. Ross Chandler and Joe Abbandola were recently presented with a Project Sterling award by Al Kemp, Shuttle Wing manager, for their report that described the advantages of full-size drawing of the shuttle wing.

All invited

Grumman is contractually obligated to report any innovation that is developed while working for NASA. So that the company can do this effectively, all employees are asked to report all new ideas to the New Technology Monitor, Art Haapaniemi, Dept. 915, Plant 5, Ext. 1960.

GRUMMAN plane news

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